

Tony,

Following is a summary of my notes on each of the candidates who were interviewed for the position in the Wetlands and Streams Regulatory Section (Life Scientist/Ecologist/Physical Scientist, GS-0401/0408/1301-13). As you requested, I have ranked the candidates in order based on the strengths demonstrated during the interview. However, please note that the incremental differences that I observed in each of the first three candidates below is very slight and it was extremely difficult for me to distinguish between the top three.

Thank you for the opportunity to serve on the panel.

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| | Technical | Communication | Leadership |
|------------|---|--|--|
| Mark Larue | Based on interview, Mark appears to have a very high level of technical experience and institutional knowledge. He indicated that he is often consulted by peers. | Mark was confident and conveyed a strong sense of technical credibility. | Mark's responses indicated significant experience in collaborating with external partners (state, USCOE). He was able to relate how his successes/setbacks have influenced his approach with external partners. There was no specific discussion about internal collaboration. |

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